This report was generated with a future date. Therefore, the quarter numbers may be incomplete

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

NRCS (and below)

For 1st Quarter 2015 for period ending December 31, 2014

			Cor	nparati	ve Data	ì
Complaint Activity	Pr	evious	2015Thru12-31			
	2010	2011	2012	2013	2014	20151 Nru12-31
Number of Complaints Filed	26	29	40	43	42	4
Number of Complainants	25	29	40	42	40	4
Repeat Filers	1	0	0	1	2	0

Complaints by Pasis	Comparative Data												
Complaints by Basis	Pro	Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	2015Thru12- 31							
Race	11	15	21	20	23	2							
Color	1	2	8	8	9	2							
Religion	0	0	2	2	1	0							
Reprisal	13	16	18	20	30	2							
Sex	8	10	21	16	24	3							
PDA	0	0	0	0	0	0							

National Origin	4	2	6	7	6	0
Equal Pay Act	0	0	0	1	1	0
Age	11	16	17	14	23	0
Disability	5	5	8	13	11	1
Genetics	0	0	0	0	0	0
Non-EEO	1	1	3	1	3	1
			Com	parativ	ve Data	1
Complaints by Issue	Pre	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	2015Thru12- 31
Appointment/Hire	0	3	0	2	1	0
Assignment of Duties	3	1	8	14	9	2
Awards	0	0	3	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	0	2	2	2	5	0
Suspension	1	2	2	1	1	0
Removal	0	0	0	0	0	0
Other	0	1	1	0	7	0
Duty Hours	0	0	0	4	1	0
Evaluation Appraisal	3	3	7	8	8	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	6	10	25	23	23	2

Sexual		1	1	0	3	6	0
Medical Examination		0	0	0	0	0	0
Pay (Including Overtime)		0	0	1	4	6	0
Promotion/Non-Selection		8	5	12	13	10	0
Reassignment							
Denied		0	0	0	3	2	0
Directed		1	2	5	4	4	1
Reasonable Accommodation	on	2	1	4	7	4	0
Reinstatement		0	0	0	0	0	0
Retirement		0	0	0	0	1	0
Termination		2	5	1	5	2	0
Terms/Conditions of Empl	oyment	0	4	6	19	21	1
Time and Attendance		0	0	3	6	1	0
Training		0	1	4	8	4	0
Other		5	5	11	1	2	2
			Co	mpa	rative	Data	
Processing Time		Previous	s Fisca	l Yea	ar Data	ì	2015Thru12-
	2010	2011	201	2	2013	2014	31
Complaints pending during	g fiscal ye	ear					1
Average number of days in investigation	297.73	301.32	189.2	23 2	214.53	223.32	187.80
Average number of days in final action	229.43	264.88	267.9	92	76.67	75.56	22.00
Complaint pending during	fiscal year	ar where	hearin	g wa	s reque	ested	
Average number of days in investigation	373.20	441.40	184.0	06 2	206.05	232.32	177.00
Average number of days in final action	105.67	939.00	239.8	20 1	162.00	6.00	22.00

Complaint pending during	fisc	al y	ear	whe	ere l	near	ing w	as	not re	eque	ested		
Average number of days in investigation	27	9.7	6 2	223.:	50	200	0.88	23	7.88	21	1.47	19	00.50
Average number of days in final action	27	273.12 175.00 288.00 34.00 89.47 0										0	
							C	om	para	tive	Data		
Complaints Dismissed Agency	l by	7		Pr	evi	ous	Fisca	al Y	ear l	Dat	a	20157	hru12-
· ·			2	010	20	011	201	12	2013	3 2	2014	•	31
Total Complaints Dismisse Agency	ed b	у		5		1	3		4		7		0
Average days pending priodismissal	r to)	2	237		51	96	5	53		127		0
Com	pla	ints	W i	ithd	raw	n b	y Co	mp	laina	nts			
Total Complaints Withdraw Complainants	wn 1	by		1		2	0		1		2		1
						(Com	par	ative	e Da	nta		
Total Final Agency Actions Finding			F	rev	ious	s Fis	cal Y	Yea	r Da	ta		2015	Γhru12-
Discrimination		20	10	20)11	2	012	2	013	2	014		31
	1	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		1		0		0		0		1		0	
Without Hearing		1	100	0	0	0	0	0	0	0	0	0	0
With Hearing		0	0	0	0	0	0	0	0	1	100	0	0
Findings of						C	Comp	ara	ative	Dat	ta		
Discrimination Rendered by Basis			P	revi	ous	Fise	cal Y	'ear	· Dat	a		2015	Thru12-
Note: Complaints can be	2	010)	201	1	2	012	2	2013	2	2014		31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	0/	ó	#	%	#	%	#	%	#	%	#	%

Total Number Findings	1		1		1		2		2		0	
Race	0	0	1	100	1	100	0	0	2	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	50	0	0
Sex	0	0	0	0	0	0	1	50	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	50	1	50	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	1	100	1	100	0	0	1	50	0	0
Disability	0	0	0	0	0	0	1	50	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		1		0	
Race	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		1		2		1		0	
Race	0	0	1	100	1	100	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	50	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	50	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	1	100	1	100	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	50	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
			-	-	(Comp	ara	tive	Dat	ta	<u> </u>	
Findings of			Pre	vious	Fis	cal Y	ear	Data	a		20157	Γhru12-
Discrimination Rendered by Issue	2	010	20	011	20	012	20	13	2	014		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		1		2		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	1											

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	50	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	$\frac{0}{0}$	0	0	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	50	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	50	1	50	0	0
Sexual	0	0	0	0	0	0	1	50	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	50	0	0
Reassignment		ı										ı
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	100	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	50	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	50	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	100	0	0	0	0	0	0

Findings After Hearing	0		0		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												-
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		-						-				
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	100	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
								<u> </u>				
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
		<u>'</u>						·	<u>'</u>			
Findings Without Hearing	0		1		1		2		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	100	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	1	1						<u> </u>	1	1		1
Non-Sexual	0	0	0	0	0	0	1	50	1	100	0	0
	1					_					0	0
Sexual	0	0	0	0	0	0	1	50	0	0	0	0

Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	
Directed	0	0	1	100	0	0	0	0	0	0	0	0	
Reasonable Accommodation	0	0	0	0	0	0	1	50	0	0	0	0	
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	
Termination	0	0	0	0	0	0	0	0	1	100	0	0	
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	
Training	0	0	0	0	0	0	0	0	0	0	0	0	
Other - User Defined	0	0	0	0	1	100	0	0	0	0	0	0	
						C	om	para	tive	e Data	l		
Pending Complaints Fi Previous Fiscal Years by				Pre	viou	s Fisc	al Y	Zear	Da	ta	2015	Thru12-	
Trevious Fiscar Tears by	Dia	lus	20	10	2011	1 20	12	2013	3	2014		31	
Total complaints from prev Fiscal Years	/ious	S	1	6	16	22	2	35		40		69	
Total Complainants			1	.5	15	2	1	34		39		63	
Number complaints pend	ing		•	'									
Investigation				1	1	1		1		1	12		
ROI issued, pending Complainant's action				0	0	C)	0		0	0		
Hearing			1	0	10	13	8	27		35	46		
Final Agency Action				5	4	1		4		2	2		
Appeal with EEOC Of	·C·	C		3	4	4		5		6		6	

Federal Operations						
			Com	parati	ve Data	1
Complaint Investigations	Pro	evious	Fiscal Y	Year D	ata	2015Thru12-
	2010	2011	2012	2013	2014	31
Pending Complaints Where Investigations Exceed Required Time Frames	9	2	2	4	2	3